

Economic Development

Invest in Renfrewshire Employability Programme

Renfrewshire Council

Contact for Enquiries

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In 2012 Renfrewshire council responded to high levels of unemployment, particularly youth unemployment, by introducing an employability programme that link local business with unemployed young adults. The Invest in Renfrewshire employability programme enabled the council to move from below the national average for assisting people into employment to the second lowest unemployment rate in Scotland 2015/16.

Background

The employability programme was developed in 2012 in direct response to the recession and economic needs of the area. Renfrewshire council specifically targeted youth employment since it typically also relates to improvements across a wider range of outcomes and reductions in demand for public services.

At the time when the programme was introduced Renfrewshire council was among the councils with the highest levels of youth unemployment in Scotland. The number of people assisted into work by council operated employability programmes was below the national average of 9.6% at 6.7%.

Key Activities

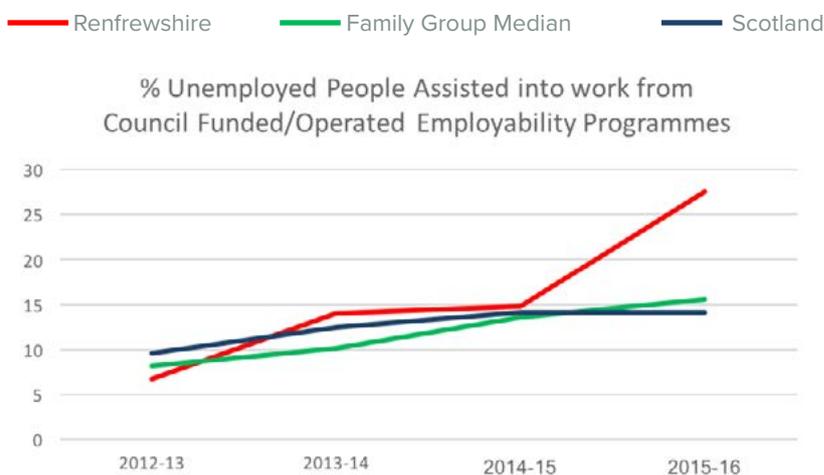
- The target set for the employability programme was to create 1000 jobs in 1000 days through engaging the private sector in supporting the unemployed in Renfrewshire.
- An added £10.5m spending was committed by the council.
- In addition to the financial commitment the council further created a business space where they offer an in-house training space and an access point for support for both local businesses and unemployed.
- The business space also provides a retail academy that puts 50 people a year into employment.
- A range of support offered to unemployed including; job/ apprenticeship/internship opportunities as well as work experience placements and visits to the work place
- Unemployed are offered Interview practice and subsidised public transport.
- Renfrewshire led by example and 160 paid posts 2017.
- A range of support offered to companies including;

development support, wage subsidies, internship opportunities, business grants, employee training and property grants;

- Business grants include the Business Growth Fund that offer packages of up to £10,000 or 50% of project costs.
- An employer recruitment incentive that offers 50% of the applicable national minimum wage cost for up to 26 weeks.
- A graduate Internship programme that offer 35 hours/week at 70% subsidised to a maximum level of £5,000.
- In exchange for support businesses agree to create at least one new job, one apprentice, one work experience placement and one graduate internship.
- Annual conference and employability awards ceremony that makes everyone feel involved and responsible.

Benefits and Impact

The Invest in Renfrewshire employability programme has led to the best statistics Renfrewshire council has ever had for youth employment and unemployment. Between 2012/13 and 2015/16 the number of people being assisted into work through a council operated/funded employability programme increased from 6.7% to 27.7%. This is an increase of 21% and a move from number 17 to number 2 in Scotland for overall unemployment and from 27th to 4th in Scotland for youth employment.



Nearly 1000 companies signed up to contributing to the programme offering jobs, work experience and time. Between 2012 and 2015 the programme has created over 1200 new paid additional jobs, traineeships and internships and 5757 unemployed people have received support from Invest in Renfrewshire employability service.

Learning

- The involvement of both the demand (unemployed) and supply side (local businesses) was fundamental to the success of the programme.

- It was key to include jobs with different levels of skills and abilities where every company could offer something.

Additional Information

<https://investinrenfrewshire.com/>